

Headquarters U.S. Air Force

Integrity - Service - Excellence

Personnel Issues

21 Aug 2003



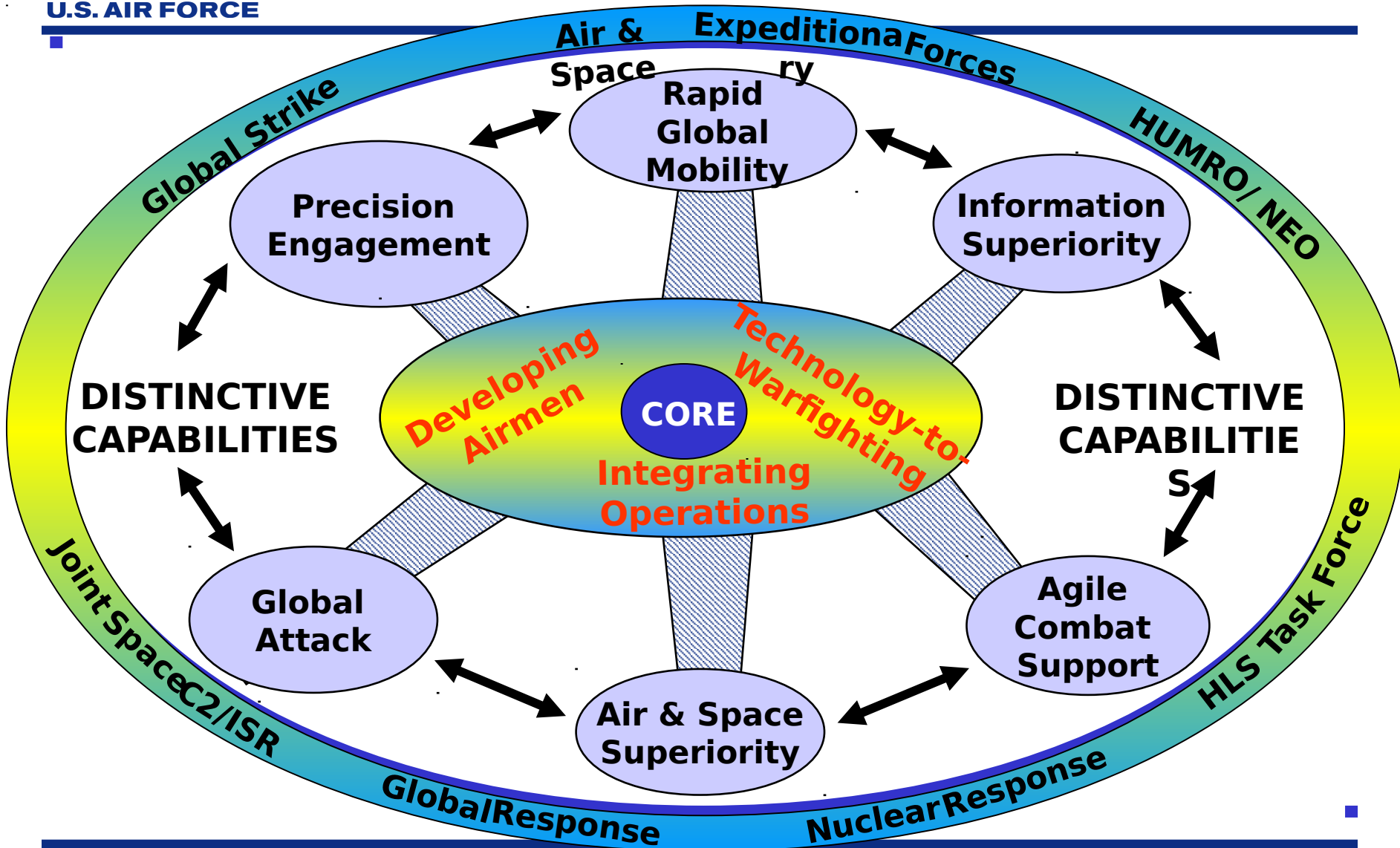
**Lt Gen Richard “Tex” Brown III
Deputy Chief of Staff, Personnel**

U.S. AIR FORCE



Air Force Core Competencies

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Developing Airmen



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Overview

- **Accession**
 - **End Strength / Skill Mix**
- **Development**
- **Utilization**
- **Sustainment**
- **Separation**

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End Strength Stressed Career Fields

No increase in end strength “Transformation means shifting resources from bureaucracy to the battlefield” - SecDef Rumsfeld

- **Stressed Career Fields (SFS, OSI, Intel...)**
- **Manpower Initiatives:**
 - **Adjust our skill mix**
 - **Overhaul Manpower Requirements determination process**
- **Personnel Initiatives:**
 - **Adjusting TPR process**
 - **Focus on our Core Competency...*Developing Airmen***

***Force shaping legislation and funding needed to
provide the right mix of junior, mid-level, and
senior personnel***

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Top 15 Enlisted Most Stressed Career Fields

AFS	Title
1N3	Cryptologic Linguist
2F0	Fuels
7S0	Special Investigations
3M0	Services
3P0	Security Forces
1N6	Electronic Sys Security Assesment
3E9	Readiness
2T2	Air Transportation
3E8	EOD
1N1	Imagery Analysis
1A7	Aerial Gunner
3E7	Fire Protection
3E2	Pavement and Construction
2T3	Vehicle Maintenance
1N2	SIGINT Production

*** Based on steady state data**

I n t e g r i t y - S e r v i c e - E x c e l l e n c e



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Overview

- **Accession**
- **Development**
 - **NCO Retraining**
 - **Force Development**
- **Utilization**
- **Sustainment**
- **Separation**

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NCO Retraining Program

- **Program designed to re-balance the enlisted force by cross-flowing NCOs (E5-E7) from overage skills to shortage skills**
 - **No mandatory program since FY99 - Volunteers Only**
 - **Criteria changed to target members with most time-on-station vs. targeting based on least time-in-service**
- **FY03 Target - 1,400**
 - **Phase I (Voluntary): 25 Apr - 6 Jun 03**
 - **700 Selected**
 - **Phase II (Involuntary): 7 Jul - 29 Aug 03**
 - **250 Selected (to date)**
- **FY04 NCORP Target ~ 2,500**
 - **Announcement out Oct 03**

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Force Development

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- **Major Areas of Effort in the Enlisted Arena**
 - **Realignment of Chief's Assignments**
 - **Training**
 - **Education**
 - **Assignments**
 - **Clarify Requirements, Expectations**

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Overview

- Accession
- Development
- **Utilization**
 - Mobilization
 - New Uniform
- Sustainment
- Separation

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Assigned/Deployed AF Personnel by Geographic AOR

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NORTHCOM

Asgn: 289,172
Deployed in: 2,686
Deployed out: 21,925

EUCOM

Asgn: 34,683
Deployed in: 3,489
Deployed out: 1,993

AK/HI

Asgn: 14,445
Deployed in: 38
Deployed out: 1116

SOUTHCOM

Asgn: 298
Deployed in: 112
Deployed out: 0

CENTCOM

Asgn: 463
Deployed in: 18,634
Deployed out: 20

PACOM*

Asgn: 26,375
Deployed in: 769
Deployed out: 674

Total Assigned OCONUS*: 61,819
OCONUS*: 23,004

Total Deployed

Assigned = AD Only

Data As Of: 12 Aug 2013

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AD Deployed*

Less AK/HI



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Demobilization

- AF is structured such that “Reserve” forces account for 15-20% of “normal” AEF capability
 - Need to re-establish AEF rhythm; return to “normal” ARC usage; and eliminate reliance on mobilization
- | | |
|--|---|
| <ul style="list-style-type: none">■ Surge at aerial ports to support deployment to/from OIF/OEF■ Alert status aircraft in support of ONE■ Base Security and Force Protection | <ul style="list-style-type: none">■ Episodic: as the work disappears so will they■ Replace mobilized guardsmen with contractors, civilians, full-time guardsmen■ Leverage technology, replace mobilized guardsmen |
|--|---|

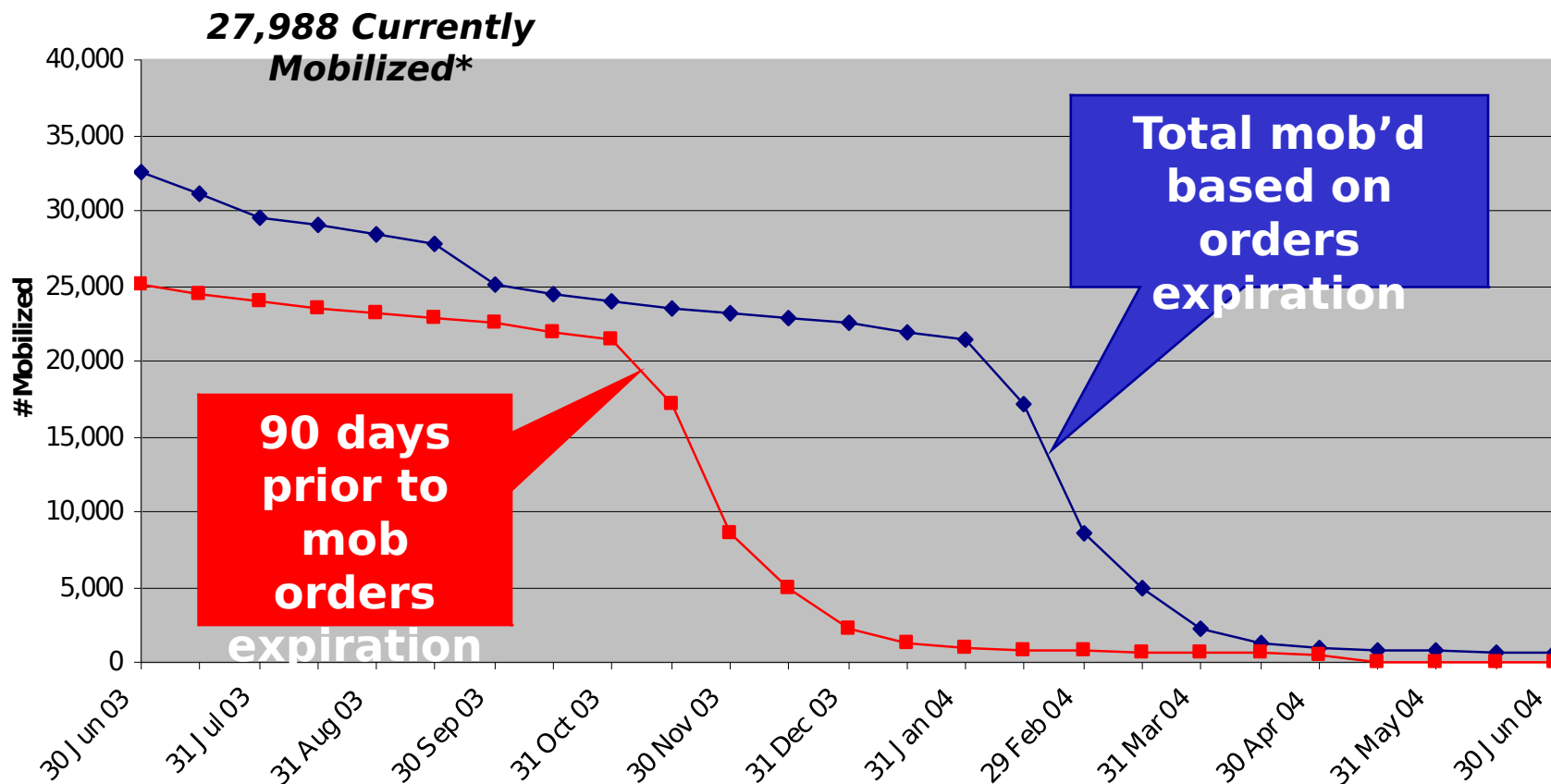
We Must Relieve the Pressure On Our Guard and Reserve Forces

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Mobilization Projections

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Demob actions = selected unit reconstitution duties, member leave, out-processing, travel, etc.

Aug Snapshot: Most ARC Forces Should Be Done By Christmas



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New AF Utility Uniform

- **Distinctive Uniform for 21st Century Expeditionary Airman**
- **Features:**
 - Same fabric as Marine BDUs; blue/gray camo in tiger stripe design w/AF logo embedded; permanent press
 - Worn tucked in or out; No organizational patches
- **Wear Test Bases (Jan - Mar 04) (total 35 testers at each base):**
 - Around the Globe at 9 bases

“Our intent is to create a uniform that will be distinctive, practical, easy to maintain, comfortable and, most important, a uniform you will be proud to wear,” -- Air Force Chief of Staff Gen. John

CHIEF OF STAFF

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Overview

- **Accession**
- **Development**
- **Utilization**
- **Sustainment**
 - **CJR, Manning, Bonuses, Promotions**
- **Separation**

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Career Job Reservation (CJR)

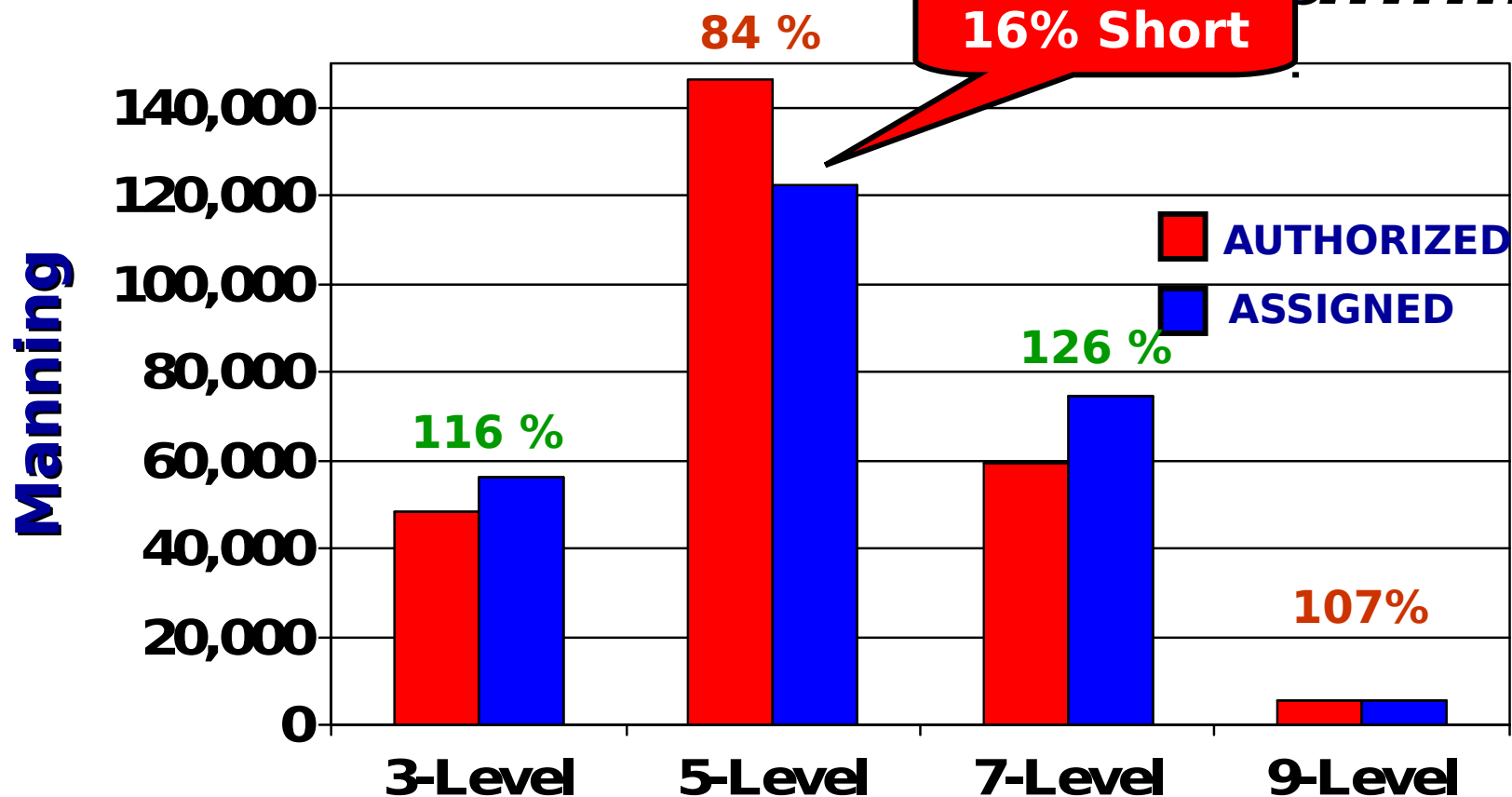
- **CJR Program helps balance enlisted career fields**
 - **Provides positive impact on stressed skills and promotions**
 - **Imbalances impacted by recruiting/retention problems in late-90s**
 - **Program didn't go away -- all CJRs automatic since FY99**
- **First-Term Airmen in overage skills compete for CJRs**
 - **Limits reenlistment in constrained AFSCs into career force**
 - **List of constrained AFSCs announced FY04**
- **Commanders still responsible to make the tough calls—who is qualified to reenlist and compete for a CJR**

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AF Enlisted Manning



AF Enlisted Manning: 100%... But 5-Levels Critically Short



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Bonus Programs

- **Selective Reenlistment Bonus (SRB):**
 - Primary incentive to encourage the reenlistments in certain skills
 - Maximum payment is \$60,000
- **Enhanced Initial Enlistment Bonus (EIEB):**
 - Recruiting tool to meet goals for 4-year enlistments (certain skills)
 - Improve our ability to sustain critical/technical skills by having initial enlistment for 6-years instead of four
- **Special Duty Assignment Pay (SDAP)**
 - Monetary allowance to compensate enlisted personnel for arduous duty

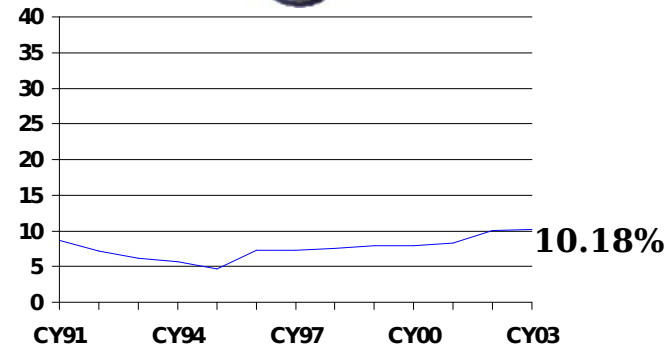
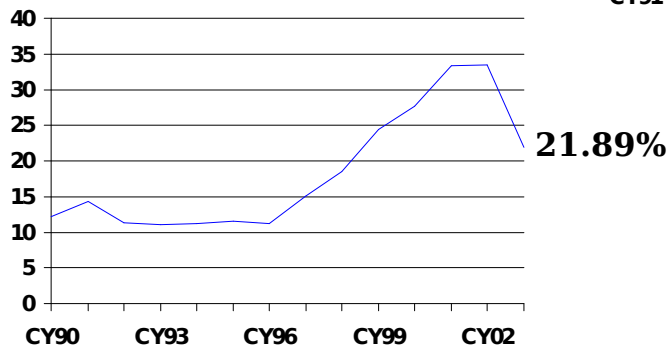
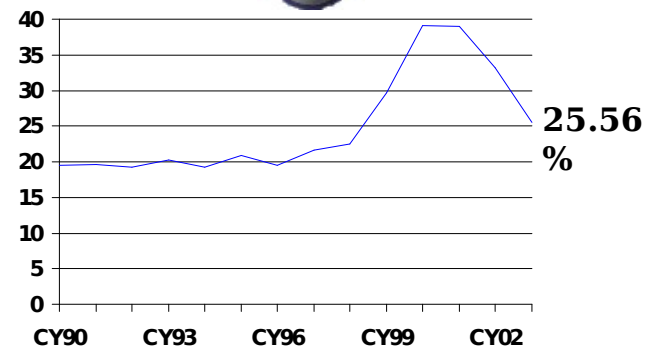
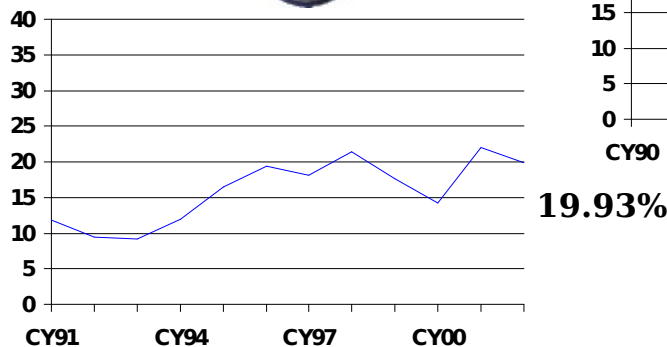
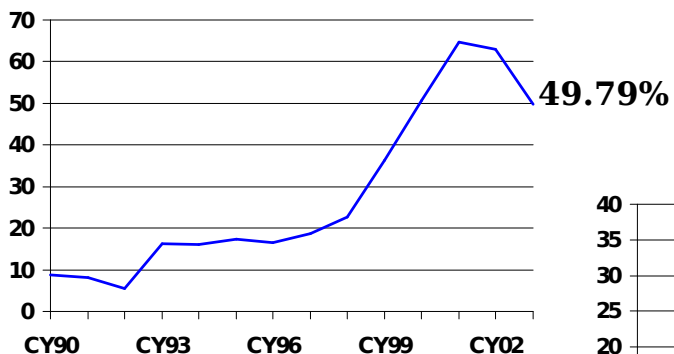
Bonuses are critical to recruiting and retaining high quality personnel

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Enlisted Promotions

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Overview

- **Accession**
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- **Separation**
 - **Stop Loss**

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Stop Loss - OIF

- **Implementation message transmitted 13 Mar 03
outlining details of Stop Loss, effective 2 May**
 - **Began with 43 officer and 56 enlisted high-demand specialties (AFSs)**

- **First review message transmitted 14 May 03**
 - **Released 31 of 43 officer and 20 of 56 enlisted AFSCs**

- **Final review message transmitted 23 Jun 03**
 - **Released remaining 12 officer and 36 enlisted AFSCs**

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America's Air Force!

No One Comes Close!